



# Menopause Action Plan 2026

*At Fittleworth we are committed to creating an inclusive and supportive workplace where everyone can thrive. We recognise that menopause can affect colleagues in different ways and are committed to fostering an environment where individuals feel respected, understood, and supported throughout their menopause journey.*

*Through our Menopause Action Plan, we aim to raise awareness, reduce stigma, provide appropriate support, and equip managers with the knowledge and confidence to have open conversations. We are committed to ensuring that no colleague is disadvantaged as a result of menopause and that everyone has the opportunity to perform at their best and fulfil their potential.*

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Review Date 1<sup>st</sup> July 2027

## Purpose

- We are committed to creating a supportive and inclusive workplace for associates experiencing menopause or perimenopause. This action plan outlines the steps we will take to raise awareness, provide support, and ensure our policies reflect best practice and upcoming legislative requirements.

## Objectives

- Increase awareness and understanding of menopause across the organisation.
- Provide practical support and reasonable adjustments for affected associates.
- Embed menopause considerations into relevant HR policies and procedures.

### 3. Actions & Commitments

| Action                                                                                                                                                                         | Responsibility  | Timeline                        | Outcome                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Develop and implement a Menopause Policy. Establish a menopause support framework, including reference to reasonable adjustments, in line with Flexible Working Request Policy | HR              | Review on-going                 | Policy approved, published, and accessible via the Company Handbook. Considerations taken into account when following Attendance Management, Wellbeing, and Flexible Working policies. |
| Deliver structured menopause awareness training for managers                                                                                                                   | HR              | Q1 2027 training led by HR team | >90% of people managers upskilled; increased confidence in managing menopause-related conversations.                                                                                   |
| Mental Health Champions                                                                                                                                                        | HR              | On-going                        | On-going support for associates.                                                                                                                                                       |
| Integrate menopause into wellbeing communications shared to all and manager guidance                                                                                           | DISCO Committee | Quarterly                       | Regular communications delivered to drive awareness and supporting resources available to all people leaders.                                                                          |
| Occupational Health Service, Employee Assistance or wellbeing services                                                                                                         | HR              | On-going                        | Third-party providers to support the workplace in understanding and supporting measures for associates struggling in the workplace taking into account personal and business need.     |

## **Monitoring & Review**

Progress will be reviewed annually, with updates published alongside our gender pay gap reports. Feedback will be gathered via staff surveys , focus groups and HR metrics.

## **Support Available for associates**

- Menopause Policy published on internal Employee Handbook
- Medical advice where appropriate through Occupational Health or EAP Provider
- Speak openly with line manager or HR

Request support or reasonable adjustments where symptoms are affecting work through Flexible Working Procedure, examples of reasonable adjustments are detailed on the Menopause policy.